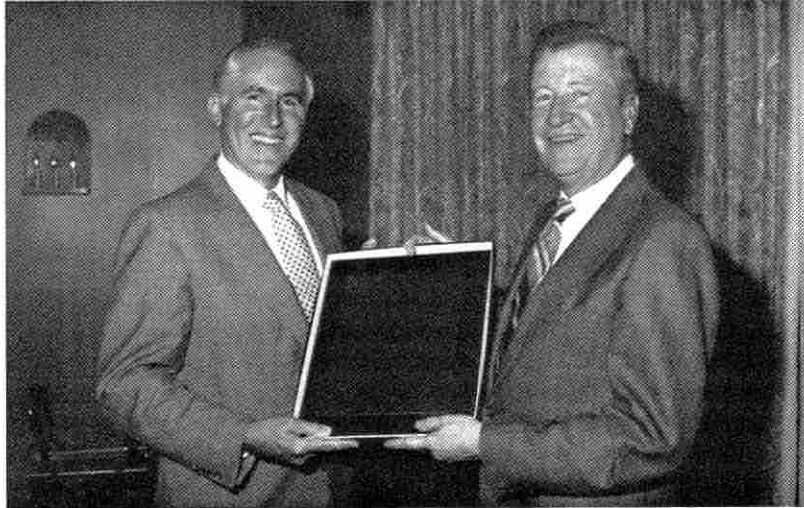


BLUE SHEET

GENERAL DYNAMICS CONVAIR DIVISION

JUNE 26, 1989



General Dynamics Chairman and Chief Executive Officer Stan Pace presents General Manager John McSweeney a Certificate of Achievement for Excellence in Safety and Health Performance in 1988. This is the fifteenth consecutive year Convair has received Corporate recognition for the quality of our safety and health program.

1989 Bond Drive

The American Investment for the American Dream

Everyone dreams of a better future for themselves and their children. We want a secure base to make those dreams a reality. United States Savings Bonds help build the secure financial base everyone needs to make dreams come true.

That's the essence of what departmental coordinators heard at a breakfast on June 19 that kicked off this year's U.S. Savings Bond campaign, which runs from June 26 through July 7. Brian Stevens, Convair Recreation Association (CRA) administrator, is managing this year's bond drive. One coordinator said that the breakfast was a real boost to begin participation in the bond drive and motivated him to get his department involved.

Bonds offer competitive, market-based interest rates that have proven attractive to large and small investors, provide complete safety against loss and offer unique tax advantages. When you hold a Series EE bond for at least five years, you earn a rate based on the aver-

age return for five-year Treasury securities costing \$1,000 or more.

Convair's payroll savings plan for the purchase of bonds makes savings and investing that much easier. In fact, during this year's bond drive, you can start buying bonds for as little as 50 cents per pay period for \$50, \$75, \$100, \$200, \$500 and \$1,000 denominations.

See your departmental coordinator for your preprinted enrollment card to sign up, increase or add a deduction, or stay in the program without changing your current status.

As part of the 1989 campaign, we're helping you get a piece of the American dream on the spot. Each day, 10 new and continuing bond purchasers will be selected at random to win:

- A pair of Padres tickets
- A pair of tickets to Southern California amusement parks
- A year's membership to the HFC
- Dinner for four at the Corvette Diner
- Dinner at Anthony's
- Invader dinner cruise for two

- Three hours of limo service OR mini-cruise to Ensenada
- A \$50 Nordstrom gift certificate
- Four movie passes
- Electronic toys for grownups (walkman, portable phone, answering machine or camera)

And that's not all. In addition to the daily prize drawings, everyone will be eligible for the grand prize drawing. First prize is a cruise for two aboard the *Regent Sea* from Vancouver, B.C., to San Diego; second prize is a catered Padres "box seat" party for 14; and third prize is a pair of Chargers season tickets. The sooner you turn in your preprinted card, the more chances you have to win.

★ Gee Whiz, Wally.
Bonds Sure Are Neat!



Be an eager Beaver in this year's bond drive. By signing up early, you have more chances to win in the prize drawing.
June 26 — July 7

There is no more convenient way to set money aside for the future than payroll savings and there is no better savings investment instrument than U.S. Savings Bonds — the American investment for the American dream.

Medical Makes the Cut

Medical Services opened its new facilities at Lindbergh Field with a ribbon cutting ceremony on June 14. The facilities have been fully modernized and George Roos, division vice president, Human Resources, referred to it as the eighth wonder of the world. Bobbie Alex,

chief, Medical Services, thanked Roos, saying that it was because of his support that the project was possible.

"This modern facility is for our patients, our employees," Bobbie said. "We are now capable of treating patients with privacy and dignity."

New facilities for Medical Services have been needed for decades but the priority to make them a reality has only recently surfaced. Bobbie was instrumental in making the new facilities a reality.

A complete refurbishment of the facilities began six months ago. Walls were knocked down to allow for more space and to accommodate patient flow. Medical Services also received new surgical sinks to replace the smaller, inadequate sinks.

Facilities personnel responsible for the success of the project were Dick Ponse, Ray Calen, Jeri Conlon, Carl Trunnell, Joy Stockton, Mike Wolski and staff, Gene Reynolds and staff, Dan Bellchamber and staff, and Nick Nicolet and staff.

A tour of the facilities and refreshments brought the grand opening celebration to a close.

Smoking Policy Takes Effect July 1

Beginning July 1, smoking will be permitted only in outside areas that are not in violation of fire regulations, and in the open high-bay areas of the factory, with the exception of lunch and break areas located within these high-bay areas, as directed by Division Notice 89-13, issued April 3.

The revised smoking policy was implemented to provide a more healthful work environment. The vast majority of employees appear to support this policy. However, some employees have raised questions about its legality. Others wonder how the division can prohibit smoking in break and lunch areas when state law requires a company to provide these facilities for all employees. Some even debate the fact that the policy provides for the health of all employees. (How could it when smokers are denied the right to relax during their breaks and lunch, forcing them to stand outside in the weather or increase their stress by not smoking?)



George Roos cuts the ribbon at the opening of the new medical facilities at Lindbergh Field. He is joined by E. Fisher Coil, M.D., director, Medical Services (left) and Bobbie Alex.

Please be assured that the policy is not illegal. Convair Division has always had a smoking policy. Revisions since 1985 stem from a San Diego City Council ordinance regulating smoking in indoor workplaces. The ordinance requires employers to make a good-faith effort to provide a smoke-free work environment for employees. At that time, division management designated smoking and non-smoking areas in an attempt to comply with these regulations. However, some employees still had concerns about the effects of secondary smoke. As a result, Convair has moved to a smoke-free workplace.

Convair does provide break and lunch facilities for all employees according to state law. But state law does not require a company to provide smoking areas. It should be noted that some companies have eliminated smoking on the premises. However, management realized the need to provide some outlet for smokers, which is outside.

While a smoke-free workplace may not improve the health of the entire work force, it will benefit a great percentage of employees. Medical Services has documentation on studies that prove each year 350,000 Americans die prematurely from the effects of smoking. One hour in a smoke-filled room is the equivalent to smoking one cigarette, and more than 2,000 nonsmokers die each year because of second-hand smoke.

Employees who smoke and would like to kick the habit are encouraged to

contact the CRA about its smoking cessation program. Convair pays half the cost of the program. For more information, please call 39921.

Check It Out

Labor Awareness Campaign on the Way

Labor recording accuracy continues to be a very important issue. To encourage continuous improvement, Convair's Labor Accounting department has launched a Labor Awareness campaign. From now through the end of the year, there will be a variety of humorous posters, time card "baseball cards," *BlueSheet* articles, and more, all designed to keep us aware of our time-recording rules. Program elements will be unified with this new logo.

Not to make light of a serious issue, the new Labor Awareness campaign will enhance employee awareness through a positive approach and with a bit of humor and surprise.

Watch for the first posters July 10. New themes will be introduced every three weeks.

Tdc 
Check it out

Partners in Education

On May 9, Technical Publications hosted a tour for yearbook staff and journalism students from Convair's Partners in Education, Morse High School.

The tour offered "hands-on" opportunities for the students to use several of the department's electronic publishing systems. Students took advantage of these opportunities and redesigned and customized special certificates of participation they were given for the tour and personalized them as individual mementos.

Hands-on participation was guided by our Technical Publications specialists on the Computer-Aided Technical Illustration (CATI) system, the Apollo-based Integrated Publishing System and the Macintosh II publishing element.

The students viewed and handled the various communication pieces produced by the department such as technical manuals, engineering data and reports, research plans and reports, newsletters, brochures, and color and B&W viewgraph packages. They watched while the computers performed electronic scanning and captured text and graphics, providing effortless electronic conversion of diskette information from one computer system to another. They used the impact and laser printers and learned about phototype-setting capabilities.

Following the hands-on portion of the tour, the group engaged in a question-and-answer period and career opportunity discussion centered on the technical publications field. It soon became apparent from the questions and comments that more than a few imaginations had been stimulated by the tour. These young individuals already demonstrate knowledge concerning publication. They are well on their way to becoming the publications professionals of the future.

Wendy York, chief, Publications, is responsible for the successful completion of this cooperative effort on behalf of Technical Publications. Wendy received a letter from the Morse High yearbook staff thanking General Dynamics "for providing the opportunity for us to have hands-on experience in the real world of electronic publishing." The experience "has revealed the power that is within our reach and has given some of us the motivation



Morse High students and Technical Publications employees after the May 9 tour of electronic publishing capabilities at Century Park.

to fully pursue a career related to technical publication and computers," wrote the students.



Landmark Missile Gets Facelift. The landmark Atlas missile, built in 1962, was in immediate need of a facelift. Convair retirees began renovating the missile in April with the beginning of August as a target date for completion. The renovation is going on three days a week at the CRA, where the missile is based. Retirees doing the restoration are (standing, l to r) Wes Magnuson, Joe Miller, Joe Butera, Carl Pereira, Bud Finlay, Mike Alianelli, (kneeling) Art Lindvedt, Tony Berardini, Bill Ziehl, Neil Tracy and Rene Collette. Other retirees working on the project but not pictured are Joe Alameda, Harold Arneson, Bob Bailey, Bill Boehmler, Bob Bulick, Bill Colahan, Glenn Grantham, Carl Harness, Ken Lemley, Glenn Lindeneau, George Marx, Al Mooney, Paul Pearson, Al Scheibel, Jim Sugg, Jim Volkov, Frank Wade, Ray Walling and John Wasem.

Quintana Commissioned Ensign

Jami Quintana, Logistics administrator, Cruise Missile Supply Support, was commissioned an ensign in the United States Naval Reserve on June 14. The swearing in took place in the lobby of Kearny Mesa's Building 2. Jami requested the location "so all the people who made it possible with such things as encouragement and letters of recommendation could be a part of the ceremony."

LCDR Jack Bernetskie, supervisor, Cruise Missile Supply Support, administered the official oath. Bernetskie is Jami's immediate supervisor and a Naval Reserve officer. Jami's former commanding officer, Commander Beauchesne, presented a plaque for her service with the C-9 squadron. Bernetskie placed the ensign shoulder bars on Jami's uniform with the assistance of Bud Marshall, Jami's father. Bernetskie said, "Jami's training at Convair along with her interaction with personnel in Washington, D.C., and management at General Dynamics prepared her for the competitive selection process."



Newly commissioned Ensign Jami Quintana salutes her supervisor LCDR Jack Bernetskie after her swearing-in ceremony.

Jami has been with the Navy for 13 years and at Convair for the past 5 years. She is a liaison between the Cruise Missile Program, McDonnell Douglas, General Dynamics and the Navy. She feels her naval training as a commissioned officer will contribute greatly to her work performance at General Dynamics.

Family, friends and coworkers attended the ceremony. We congratulate Ensign Jami Quintana on her achievement.

Have a Safe Holiday

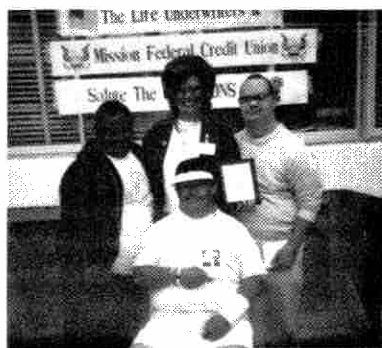
Because of the Independence Day holiday, which we celebrate on July 3 and 4, the BlueSheet will not be published next Monday. The next issue will be published July 10. The BlueSheet staff wishes you and yours a safe and happy holiday.

Employees' Con-Trib Club Receives Special Award

The 1989 Greater San Diego Special Olympic Games were held at San Diego State University earlier this month. Maria Rich, secretary, Transportation, and Con-Trib Club board member, attended the ceremonies. Maria accepted an award on behalf of the General Dynamics Employees' Con-Trib Club for its sponsorship of the 1989 Special Olympics.

Maria and her daughter-in-law, Kristy, also volunteered as "buddies" for three Special Olympians. They escorted and assisted their Olympians through the day's events, which included field and track, swimming, basketball, softball, and more.

The Special Olympics was created to provide mentally retarded children and adults an opportunity to develop a sense of pride through a comprehensive sports program that includes year-round sports training and competition.



Maria Rich enjoys her day with Special Olympians Chris, Paul and John.



Employee Suggestion Pays Off

In the past, Tomahawk capsules and canisters were delivered to Convair on custom-made wooden skids. Mark Grogg (left), Facility Management, discovered these skids marked for the salvage yard. The skids cost approximately \$138 each.

As a result, Mark suggested that the containers be stenciled "Reusable Container, Return to Vendor." Now the skids are being recycled and Mark is enjoying a substantial Employee Suggestion award of \$4,558. Merle Aleshire, director, Division Planning & Productivity, presents the award to Mark.

Convair Implements Cost/Schedule Trainer

by Keith Roberts

Finance Information Systems (FIS) has implemented a computer self-paced program that provides an introduction to the Department of Defense Cost/Schedule Control Systems Criteria (C/SCSC). The C/S trainer supplements existing C/SCSC training and serves as a refresher for those who work with the CIMS II-D/P system daily. It also serves as a training tool for those who do not use the CIMS II-D/P regularly but need a "talking knowledge" of C/SCSC.

The trainer is designed for easy and convenient learning. It allows users to work at their own pace in private, remote or secure areas, and to use the trainer as either a complete tutorial or as a desktop reference tool.

The trainer will run on the IBM, AT&T and COMPAQ PCs that we have at Convair. It works best with a color

monitor. The trainer may be signed out from the following areas:

Library	73379
DCAS, Mike Howard	38058
Program Finance	
Bill Fitzpatrick (ACM)	27133
Suzanne Kropf (Tomahawk) ..	49450
Program Offices	
Pat Brown (ACM)	24896
Davis Gammage (Tomahawk) ..	49293
Training Coordinators	
Operations	26372
Jim Clark (QA)	75755
Jay Minnich (ILS)	78406
Paula Feldscher (R&E)	38330
Karen Smith (Finance)	28227
C/SCSC Program Management	
Mark Holmberg	73946
Andy Manzi	74020

If you have any questions, comments or suggestions regarding the C/S trainer, call C/SCSC program management at 74020.

DSD Offers Training

DSD-Western Center is offering the following training classes:

Mac Draw II
July 18, 20, 25, 27
Excel Basics
July 17, 19, 24, 26

Classes will be held from 4:45 to 7:45 p.m. To enroll, contact your training coordinator or Western Center's Training Development department 33930.

Employment

For the week ending June 16, 1989, Convair Division employment was 8,141.

BlueSheet

GENERAL DYNAMICS CONVAIR DIVISION

September 18, 1989



Front row, from left: Robert Ray, Brian Toy, Cheryl Thompson, Kathy Pons, Jerome Davis, Pete Gasca, John Moreno. Back row: Dean Johnston, Harold Kirby, John Coulson, Dave Clausen, John Weber, Fred Poscharsky. Not pictured: Betty Barnett, Tom Stamen, Jerry Bulinski, Mike Mehrara, John Martinez, Walter Rix, Nancy Dejarnatt, Robert Danzl, Don Seggie, Al Long, and Onefre Valdez.

Convaire and Titan/Centaur Team for Support

Space Systems Division's Russ Thomas, division vice president - Titan/Centaur Program, has nothing but praise for Convaire Operations' support of a critical launch program milestone. Titan/Centaur-8's forward adapter had to be painted quickly and precisely. In fact, the department's crew had only 10 days to accomplish the task.

Wasting no time, Operations prepared the adapter for painting, reviewed the requirements with source inspection and applied the final white top coat. (A substantial support job was the masking hundreds of points on the adapter before painting.)

The Convaire painters took special care with the top coat application to ensure a smooth surface with no defects. But in the end, cooperation among Convaire function and between divisions was exceptional and key to the quick turnaround: Titan/Centaur-8 was delivered three days ahead of schedule.

Update on Tijuana Facility

The official groundbreaking for our Tijuana off-site facility, Cali Tech, on September 7 was attended by the Lt. Governor of Baja, California, various city dignitaries and Tecnomex Business Park principals. The contractor is well into the grading process for the business park in Playa de Tijuana. The building is being erected and construction should be completed by January 1990.

Share Your Ideas and Make a Difference

Share your ideas, okay? Okay! A positive attitude and your ideas are the key elements in making a difference with the Survey of Employees scheduled for October 2 through November 3. We will have the opportunity to voice our concerns and provide solutions to issues affecting us and our workplace.

The 1986 survey produced valuable feedback that was converted into action plans which changed and enhanced company policy. This year's survey will give

us the opportunity to change things directly related to our workplace.

The survey will be conducted in rooms conveniently located throughout all facilities. Schedules will be published in the *BlueSheet* and departmental newsletters. The survey will take 90 minutes to complete and a charge number will be provided. Let's make a difference. Come out and share your ideas, okay?

Be a County-Wide Hero. . . Support Your Blood Bank

Twice a year, General Dynamics conducts a blood drive on our facilities to provide the opportunity for employees to help the San Diego Blood Bank replenish its supply.

Every seven minutes a person in San Diego County requires a blood transfusion. We can help the Blood Bank meet its blood needs to all hospitals in San Diego County by donating during the blood drive scheduled for October 2 through October 6.

Each donor will receive a San Diego Blood Bank "County-wide Hero" T-shirt. Call 47301 today to reserve a time to donate blood during the drive. The locations are:

Kearny Mesa

Fire station - October 2 and 3
8 a.m. to 1 p.m.

Lindbergh Field

Fire station - October 4 and 5
8 a.m. to 1 p.m.

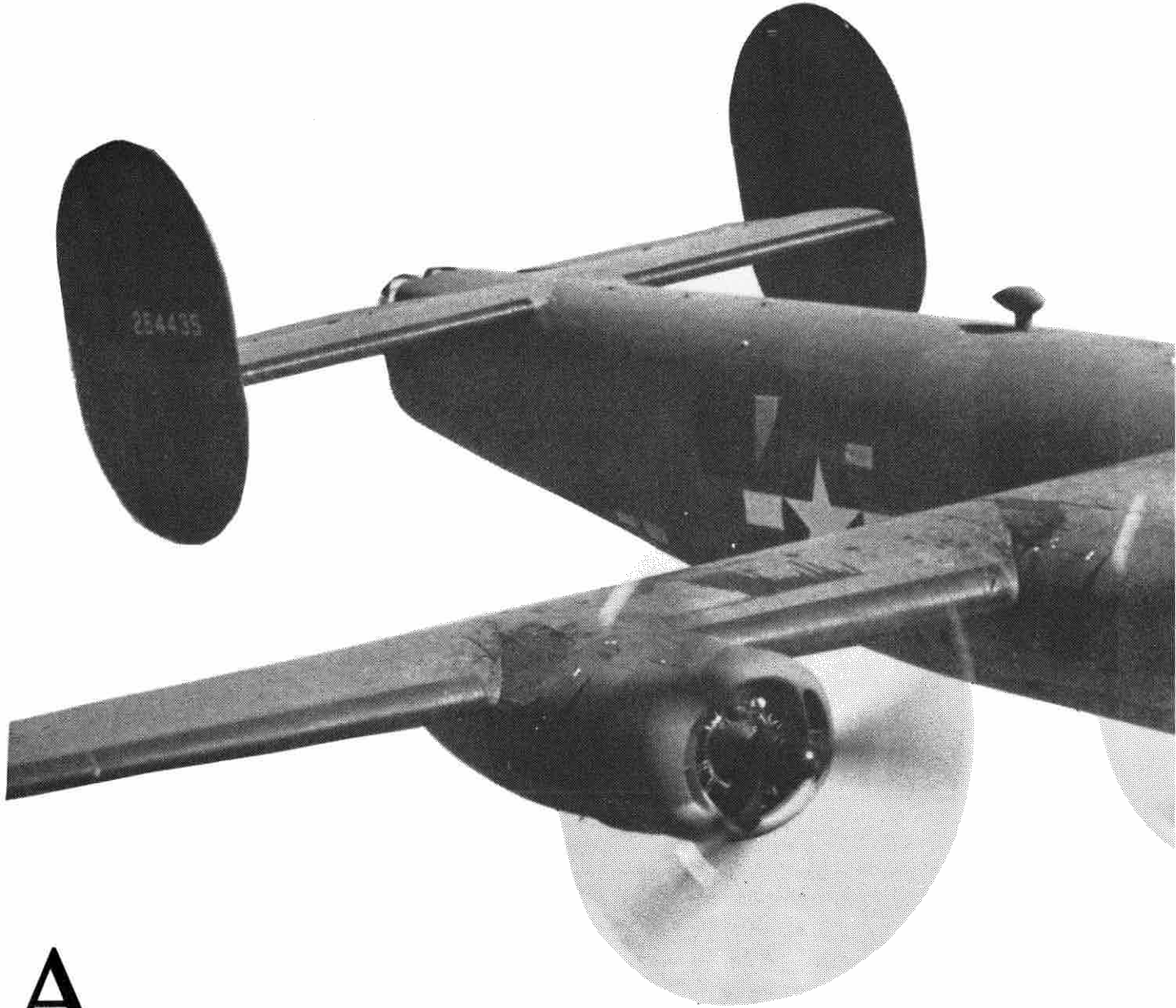
Plant 19

Trailer, Building 4 - October 6
8 a.m. to 1 p.m.

**San Diego
Blood Bank**
A County Wide Service



Convair Celebrates Its Her



After 20 years, the world's only fully restored and flyable Consolidated B-24 Liberator is back in the skies. In celebration of the 50th anniversary of the B-24 Liberator's maiden flight, the restored plane, "All American," is making a pit stop at Lindbergh Field on September 21. The "All American" was built at the Consolidated Aircraft Company's Fort Worth plant in 1944.

General Dynamics Chairman and Chief Executive Officer Stan Pace and crew of three will be aboard the B-24 when it lands. Convair General Manager John McSweeney will welcome the crew followed by a few remarks from Pace and Bob Collings. Collings heads up the non-profit Collings Foundation that restored the B-24 to mint condition.

Following its arrival, the B-24 will be on static display for all Convair employees at Lindbergh Field, Building 72, Flight Operations. You are invited to view the B-24 during non-work hours before 5 p.m. on September 21 and from 6:30 to 7:30 a.m. and 11 a.m. to 5 p.m. on Friday, September 22.

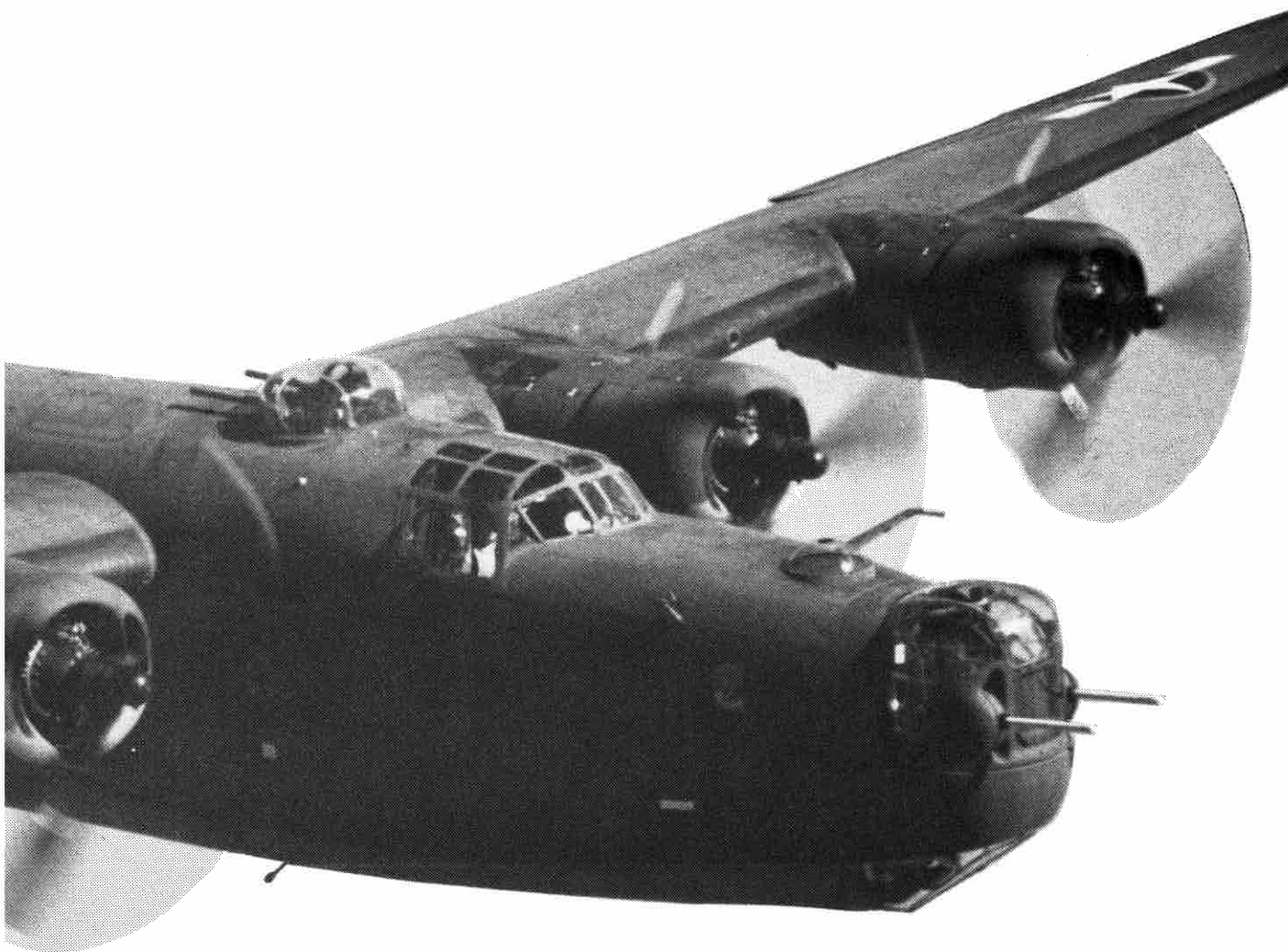
The B-24 will be on display to the public for a \$4 admission fee September 23 and 24 at MCRD from 8 a.m. to 5 p.m. Admission to tour the plane during the weekend is free for General Dynamics employees (with badges) and their families.

The Consolidated B-24 Liberator was not a glamorous racehorse, but it was a workhorse with all the qualities of a thoroughbred.

The B-24 is one of the greatest aircraft of World War II. More than 18,000 Liberators in a number of versions were flown by every branch of the U.S. armed forces and by many foreign nations. The B-24s proved themselves in every theater of the war in a wide variety of missions.

The B-24's history began in January of 1939 when Army Air Corps Maj. Gen. Henry "Hap" Arnold asked Consolidated Aircraft to design a strategic bomber that could "fly the skin off any rival." The company had an amazing response. In less than a year, the San Diego-built XB-24 made its maiden flight, and the Liberator went on to become not only the most produced American military aircraft of World War II, but of all time.

tage as the B-24 Turns 50



By the end of the war, Consolidated-Vultee (Convair) workers had turned out 9,760 Liberators in many versions. Of these, 6,726 were built in San Diego and 3,034 were built in Fort Worth. Liberators produced by other companies brought the total to 18,479. General Dynamics Fort Worth Division, which now produces the F-16 Fighting Falcon, owes its birth to the insatiable wartime demand for the bomber, which could carry a load of 8,800 pound up to 3,000 miles, at a speed of more than 200 miles an hour at an altitude of 28,000 feet.

From the onset, demand reached such proportions that Consolidated found that additional production space was necessary. Ground was broken for a government-built B-24 plant at Fort Worth in April of 1941 and the first Fort worth-built B-24 was accepted by the U.S. Army Air Corp in May 1941, 100 days ahead of schedule.

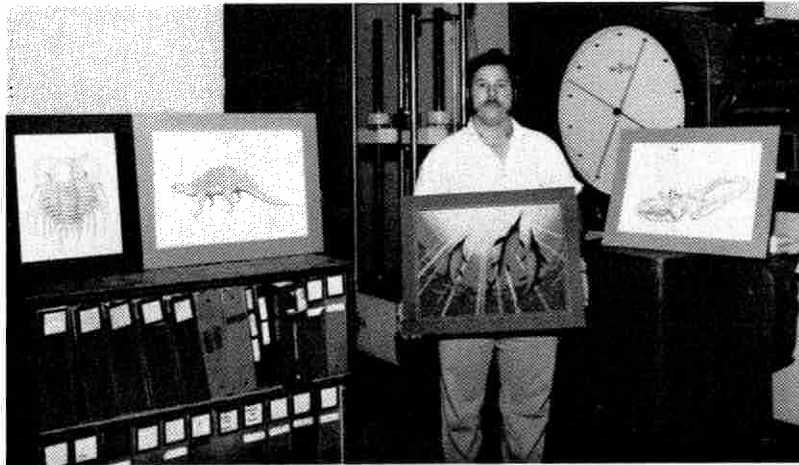
The B-24 was so successful a design that eventually it took five separate factories — Consolidated at San Diego and Fort Worth, North American Aircraft at Dallas, Douglas Aircraft at Tulsa, and Ford Motors at Willow Run — to keep up with the wartime demand. The five factories were known officially as the Liberator Production Pool.

Strangely enough, the first six Liberators off the San Diego assembly line in 1940 were not U.S. Army Air Corps B-24s. They were British LB-30s (Land Bombers), and the first Liberator to see combat was a British LB-30B. The British immediately used their Liberators in support of the North African campaign against German Field Marshal Erwin Rommel and on antisubmarine patrol over the Atlantic.

In late 1940, an English aviation writer said that the Liberator was "the best military aeroplane ever built in America."

The U.S. Eighth Air Force flew B-24s from England to France in 1942 and deep into Germany in 1943. B-24s also led the first bombing raid through the flak-filled skies to open the decisive air battle over Berlin. Later, American B-24s were there in waves on D-Day, bombing the invasion beaches in pre-dawn darkness.

B-24s pounded just about every important target in Europe but their most spectacular and most costly mission was the second attack on the oil fields and refineries at Ploesti, Romania, in August 1943. Aircraft from the Eighth and Ninth Air Forces put on an all-Liberator show. They faced murderous anti-aircraft fire on their low-level attack on the heavily defended targets. The cost of the 2,700-mile roundtrip mission from Libya was high. The attackers lost 54 of their 177 planes while knocking out more than 40% of the refineries' capacity. Five Ploesti airmen received the Medal of Honor for that single mission.



Schuler Finds Art in Fossils

Since an early age, illustrating and dinosaurs have fascinated Martin Schuler, a material process analyst in Materials. Martin decided to fuse his two loves and the result is scientific illustrations of fossils. He refers to his work as paleo-illustration — paleo from paleontology, the study of fossils and extinct animal life.

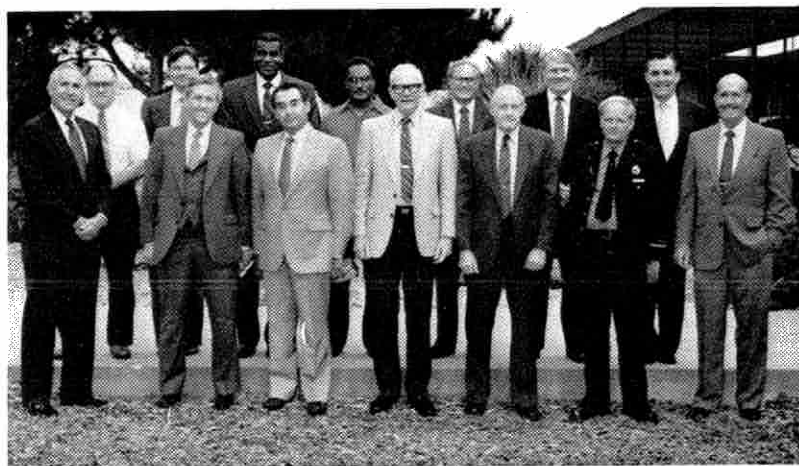
Martin is establishing a name for himself by illustrating doctoral candidates' dissertations in such areas as old world monkey metacarpals. He has been asked to illustrate a series of articles for the San Diego Natural History Museum, where he has been a volunteer for five years. He is also planning to illustrate a book on dinosaurs for children and young adults. Most of Martin's work is done in charcoal, pencil, pen and ink,

and he is starting to experiment with watercolors.

This summer Martin showed some of his work at the Del Mar Fair in the Mineral and Gem Show. His illustrations were displayed beside the actual fossils. He received a special award for having one of the few "exceptional" exhibits.

Besides illustrating fossils, Martin does gold leafing, calligraphy and manuscript work.

Even though Martin's talent is self-taught, he is pursuing a bachelor's degree in illustration. In any field, a degree can enhance career opportunities. Who knows, maybe one day with Martin's talents, his dream to work for the British Museum of Natural History will come true.



Convair's General Manager John McSweeney and staff members honored nine employees at a recent service awards breakfast to celebrate their 35 and 40 years with the company. A special thanks is extended to (front row, from left) John McSweeney; Bob Dunn, 35 years; Jesse Estrada, 40 years; Walt Gill, 35 years; Ellis Roakes, 35 years; David Watson, 35 years; Paul Moore, 35 years; (back row, from left) Chuck Wright, 35 years; Steve Allen, staff; Thomas Roach, 35 years; Howard Morrow, 35 years; Vern David, staff; Ken Lake, staff; and George Roos, staff.

Picture Yourself a Winner

Are you an amateur photographer? Have you captured a priceless moment on film? If so, now is your opportunity to enter your favorite photos in a company-wide employee photo contest.

You may enter the contest by submitting an 8 x 10 print taken since June 1988. Photos may be black and white or color, glossy or matte finish. Negatives must be available upon request and no special darkroom effects are allowed.

Twelve first prize winners will receive a \$200 savings bond and up to 36 honorable mentions will receive a \$100 savings bond. Winning photos will decorate the pages of the 1990 company calendar.

To submit your winning photo, send it with your name, employee number, division and day/night phone number to **Contest, Public Affairs Office, General Dynamics Corp., Pierre Laclède Center, St. Louis, MO 63105**. Include a self-addressed 8 x 10 envelope if you want your print returned. Entries must be postmarked by October 31.

Use Your Shared EM/OS

Training schedules are on EM/OS in the shared file [CV_Training]. Please familiarize yourself with these new screens. If you have any questions, call Cynthia Holder at 39558.

Bulletin Board

EM/OS class is being offered by DSD-Western Center on September 25 and 26 from 7:45 to 11:45 a.m. To enroll contact your training coordinator or Western Center's Training Development department at 33930.

Management Development is offering the following training classes in September: "Effective Presentations" on September 20 and 21 and "Performance Planning" on September 26 and 28. If you are interested, have your supervisor contact your training coordinator.

Employment

For the week ending September 8, 1989, Convair Division employment was 8,130.